



**Brain Injury Community Re-entry**  
(NIAGARA) INC.

# **Indigenous Engagement Plan**

**Created: June 2024**  
**Revised: March 2025**

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Brain Injury Community Re-entry (Niagara) Inc. (BICR) is a non-profit organization that provides support services and rehabilitation to individuals living with the effects of an acquired brain injury.

Accreditation Canada (AC) establishes national standards of quality for health services. BICR has been accredited by AC since 1997 and has a long-established culture of respect and equality as supported by the Ontario Human Rights Code, BICR's Diversity, Equity and Inclusion Policy, Statement of Philosophy and Participant Bill of Rights. In 2024, AC introduced specific standards to address Indigenous-specific systemic racism.

## **Anti-Indigenous Racism**

Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. (*Source: Ontario Health Anti-Racism Framework.*)

## **Building a Common Understanding**

Brain Injury Community Re-Entry (Niagara) Inc. (BICR), is committed to fostering a diverse, equitable, and inclusive environment where every individual feels valued, respected, and empowered to contribute to our shared success. To fulfill the agency's mission, BICR prioritizes the development of systems and programs for participants and families that recognize and address the diverse needs of the community.

BICR believes that a diverse and inclusive workplace enriches the company culture, enhances innovation, and improves participant outcomes. **Diversity** encompasses differences in race, ethnicity, gender, age, sexual orientation, gender identity, disability, religious beliefs, socio-economic status, national origin, and other characteristics that make individuals unique. **Equity** refers to the fair treatment of all employees and participants, ensuring that everyone has access to the same opportunities, resources, and support to succeed. **Inclusion** means creating an environment where all employees and participants feel welcomed, respected, and empowered to fully participate in all aspects of work and service delivery.

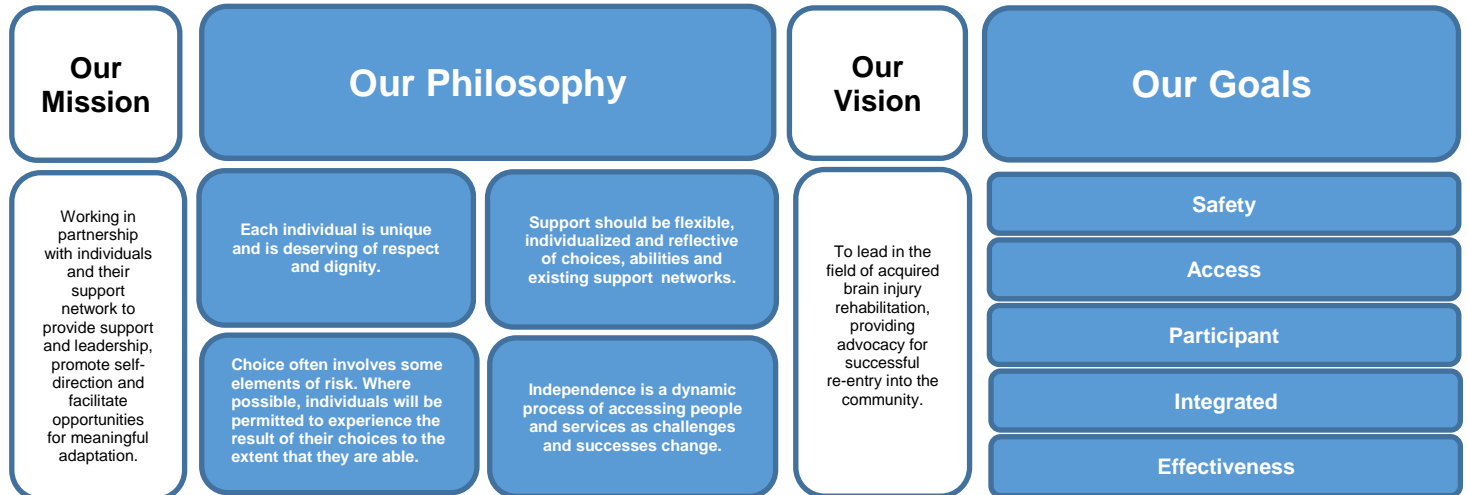
BICR acknowledges the land that Indigenous Peoples have called home for thousands of years. Respecting the diversity of the Indigenous community and learnings, BICR is committed to meeting the needs of all Indigenous Peoples when supporting adults with an acquired brain injury in the Niagara Region.

BICR's Indigenous Engagement Plan is supported by:

- Accreditation Canada Standards on Systemic Racism
- Accreditation Canada Standards on Indigenous-Specific Systemic Racism
- Ontario Health Anti-Racism Framework
- Ontario Human Rights Code
- BICR's Mission, Vision, Philosophy, Goals and Strategic Directions

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# Strategic Direction



## Indigenous Framework Strategic Plan

BICR is learning more about the experiences of Indigenous Peoples to improve the support for Indigenous participants and families. In doing so, BICR's action plan will focus on the following key areas:

1. Strengthen and build relationships with Indigenous communities
2. Increase knowledge of Indigenous history and culture
3. Nurture a safe and inclusive culture that values Indigenous peoples, perspectives and ways of knowing
4. Support and promote Indigenous Participant and Family experiences at BICR
5. Increase representation of Indigenous peoples in staff, volunteers and board of directors

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## 2021 – 2024 Activities

- Participated in Blanket Ceremony with other Service Providers in the Niagara Region. (2022)
- Work with Indigenous representative at the OHT level (Ongoing)
- San'yas Core Mental Health – Intake, CM & CF supporting Indigenous participant (2023)

## 2024 – 2025 Activities

- Diversity, Equity & Inclusion (DEI) Policy Statement. (2024)
- Ontario Health SAA Local Obligations: Advance Indigenous Health Strategies & Outcomes Report (2024)
- San'Yas Core ICS Foundations – CEO, Director of Finance & Director of HR
- San'Yas Core Mental Health – Clinical Director/Psychologist
- Certified Respect in the Workplace training
  - Executive Level (2024)
  - Board of Directors (2024)
  - Managers (2024)
  - Staff (2024)
- Indigenous Cultural Safety training
  - Executive Level - (2024)
  - Board of Directors (2024)
  - Managers (2024)
  - Staff (2024 – 2025)
- Adoption of the Canadian Quality and Participant Safety Framework which imbeds People-Centered Care as a quality goal. (Action 1.1: Health Services are provided with humility in a holistic, dignified and respectful manner. Diversity encompasses differences in race, ethnicity, gender, age, sexual orientation, gender identity, disability, religious beliefs, socio-economic status, national origin, and other characteristics that make individuals unique. BICR will demonstrate respect for their culture and beliefs and take positive steps towards culturally safe care for all Participants.) (2024)
- BICR's Application for Service changed to include: First Nation Band Affiliation, if applicable (2024)
- Participant and Family Satisfaction Surveys. (2025)
- Partnerships (e.g.: OHT, FE Native Friendship Centre, Systems Navigator, etc.) (Ongoing)
- Land Acknowledgement to be read at agency events, including BICR's Annual General Meeting, Strategic Open Space, meetings and other opportunities. The short version has been adopted from the Niagara Region website: Niagara Region is situated on treaty land. This land is steeped in the rich history of the First Nations such as the Hatiwendaronk (Hat-i-wen-DA-ronk), the Haudenosaunee (Hoe-den-no-SHOW-nee), and the Anishinaabe (Ah-nish-ih-NAH-bey), including the Mississaugas of the Credit First Nation. There are many First Nations, Métis, and Inuit people from across Turtle Island that live and work in Niagara today. Brain Injury Community Re-entry (BICR) stands with all Indigenous people, past and present, in promoting the wise stewardship of the lands on which we live. (2025)
- Review of BICR's current Indigenous Plan by an indigenous BICR staff member with content revised to ensure appropriateness.

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